



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/Sr. GM(Pers.)/2013

Dated: 30.04.2013

To

Shri A.N. Rai
Director (EB/HR), BSNL Board
New Delhi-110001

Subject:- Immediate withdrawal of looking after arrangements and allowing officiating Promotion till the time all vacant DE/DGM level posts are filled up on adhoc/regular basis-reg.

Ref.:- Pers. Cell, BSNL CO, New Delhi letters no. 412-13/2013-Pers.I (I) dated 22.03.2013 and 412-13/2013-Pers.I(II) dated 22.03.2013.

R/Sir,

In the above cited references and subject matter, we would like to draw your kind attention that BSNL Corporate Office issued letter regarding withdrawal of the system/practice of Local Officiating arrangement or Local Officiating Promotion in BSNL and also introduced Look After arrangement by Executives availing higher scales of pay w.r.t. temporary shortages in the grades/posts of SDE / DE/ DGM in Circles. It is not beneficial to BSNL as well as the executives.

The latest Looking after arrangement formulated by BSNL Management is a humiliation to the Executives of BSNL. Normally Looking After is a temporary arrangement for filling the time gap for regularization process, leave vacancies etc., but BSNL Management is trying to make this as a permanent set up for not effecting any regular promotions. The norms initially fixed for allowing Look After arrangement was basically the length of service and there is no harm in allowing officiating arrangement also on the same norms ordered by the Court of Law. The discrepancies/Operation difficulties in look after arrangement will be as under:-

- Looking after arrangements do not envisage implementation of SC/ST roster as well as no pay fixation in the higher grade.

- Looking after executives can't exercise statutory powers of the post i.e. administrative and financial as per prevailing rules.
- As per the above referred letters dated 22-3-2013, weightage has been given to those who achieved the time bound up gradation under EPP. But later, as per amendment dated 01-04-2013, seniority position has been given weightage, irrespective of pay scales. This has made this new Look After Policy worthless.
- As per the above cited looking after arrangements order, it has been said that executives with lower substantive grade but availing higher scale of pay may be considered for manning the higher grade on "**Stand-alone or Combined basis**". While in local officiating arrangement the executive was promoted to the higher grade. Then why the executives will look after the charge of higher post without any extra remuneration?
- Looking After arrangement to a post cannot prolong indefinitely.
- If the LA arrangement is allowed to continue, then the executives will not get any further promotions. They have to satisfy with existing position with an LA till retirement.
- The officiating/ temporary promotions need to be restored in the larger interest of the BSNL and its executives; also every possible effort is to be made to get a final order from the court for processing regular promotions.

We would, therefore, request you to kindly withdraw looking after arrangements order by allowing Local officiating Promotions till the time all vacant SDE/DE/DGM level posts are filled up on adhoc/regular basis.

With kind regards,

Yours Sincerely
-sd-
(Prahlad Rai)
General Secretary

Copy to:

- (i) Shri A.K. Jain, Sr. GM(Pers.), BSNL CO, New Delhi-110001
- (ii) Shri Neeraj Verma, GM(SR), BSNL CO, New Delhi-110001